DIVERSITY IN THE NAVY 2003

Diversity Update Outline

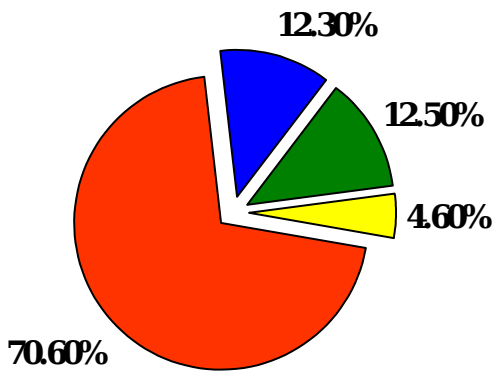
- **Review of Progress in 2002**
- **Time Line for 2003**
- **Framework for Success**

Review of Progress in 2002

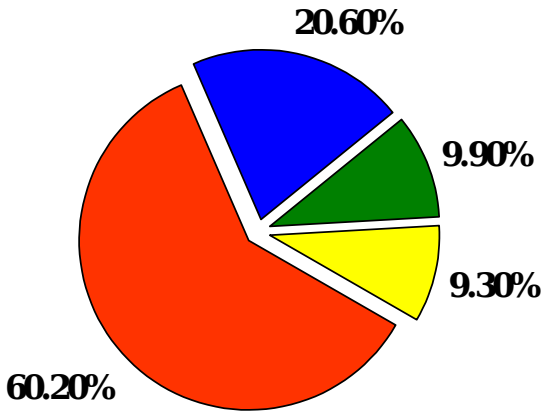
- **Navy Minority Demographics**
- **Linking Diversity to Readiness**
- **Near Term**
- **Long Term**

Demographics

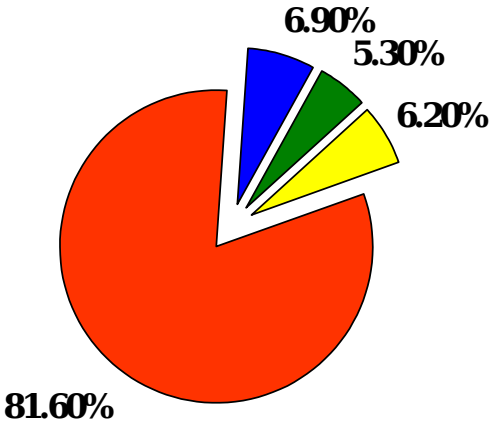
2000 Census Demographics

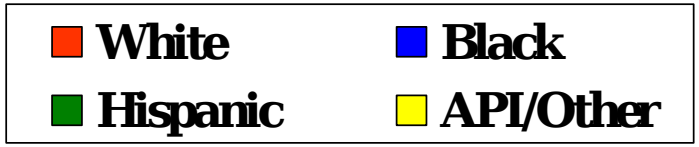


Navy Enlisted Demographics 2000



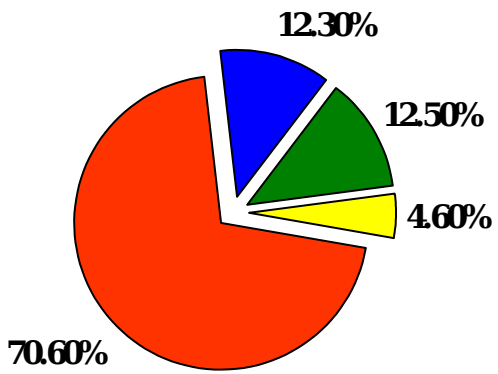
Total Navy Officer Demographics 2000



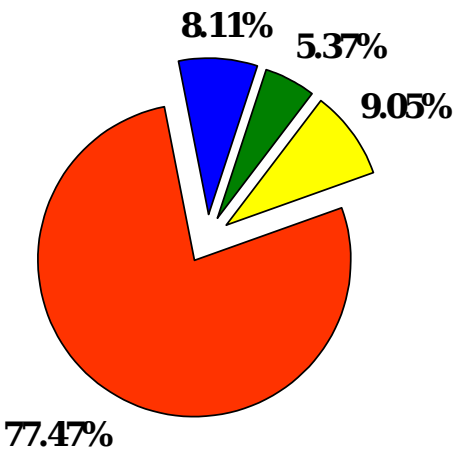


Demographics

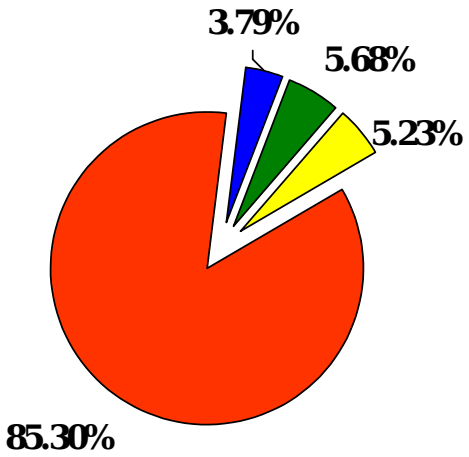
2000 Census Demographics

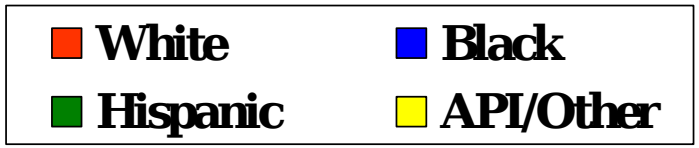


Officer Recruiting Market (Bachelor Degree)

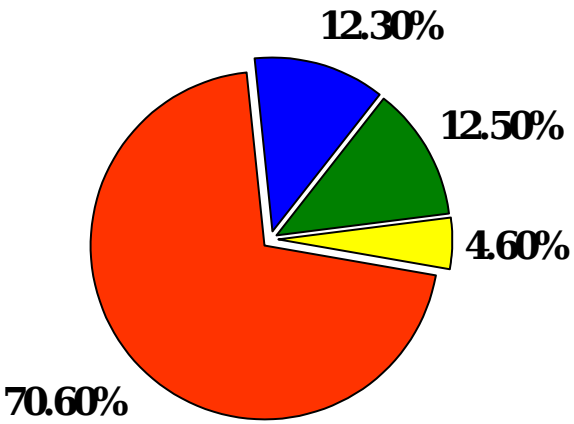


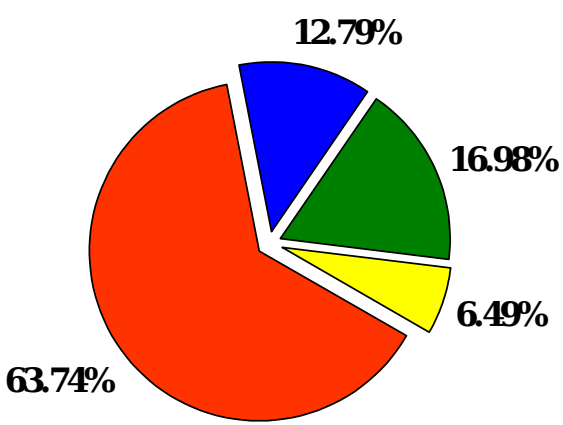
Navy URL Officer Demographics

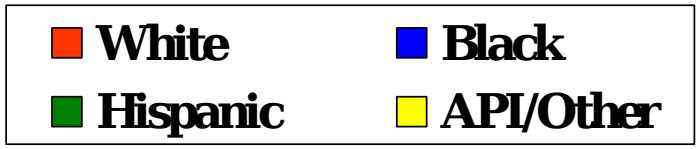




A Glimpse Into the Future







Diversity Linked to Readiness

- **Accessions**

- **Retention**
  - Mentoring
  - Career Development

Accessions: What We're Doing Now

- **Changing the Face of USNA**
- **NETC: STA-21 and NROTC Scholarships**
- **Diversity Priority #1 at CNRC**
- **Contract Support**

Near Term

- **Diversity Working Group**
- **Visioning Group**
- **Centers of Influence**
- **Strategic Framework- BAH**

Long Term

- **Strategic Alliance**
  - ELO
    - » NFOC
  - TASK Force Excel
    - » Leadership Continuum
- **Leading Diversity**
  - SWOS Retention
  - Encouraging Innovation and Creativity
  - Cultural Awareness for Potential Board Members
  - Full Use of Human Resources

Time Line

- **Diversity Working Group Mtg- 29/30 Oct**
- **CNO’s 2003 Guidance Message**
- **Strategic Framework Development- Jan 03**
- **Centers of Influence Visits**

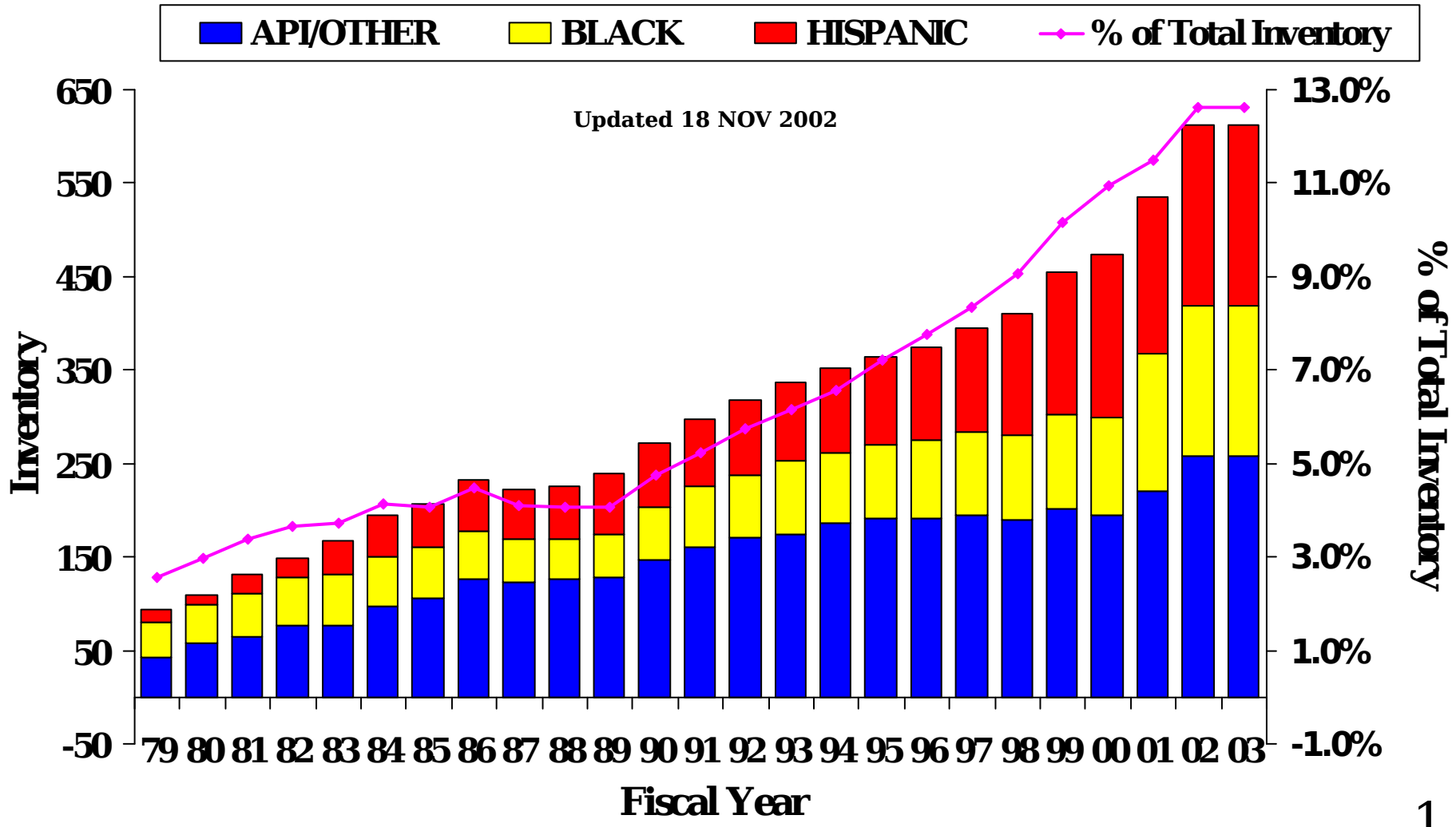
Framework for Success

- **BAH Onboard- Jan 03**
- **Retention-Focused Diversity Summit- May 03**
- **Business Case for Diversity- Jun 03**
- **Execution of the Communication Plan**
- **Execute Navy-Wide Diversity Strategy**

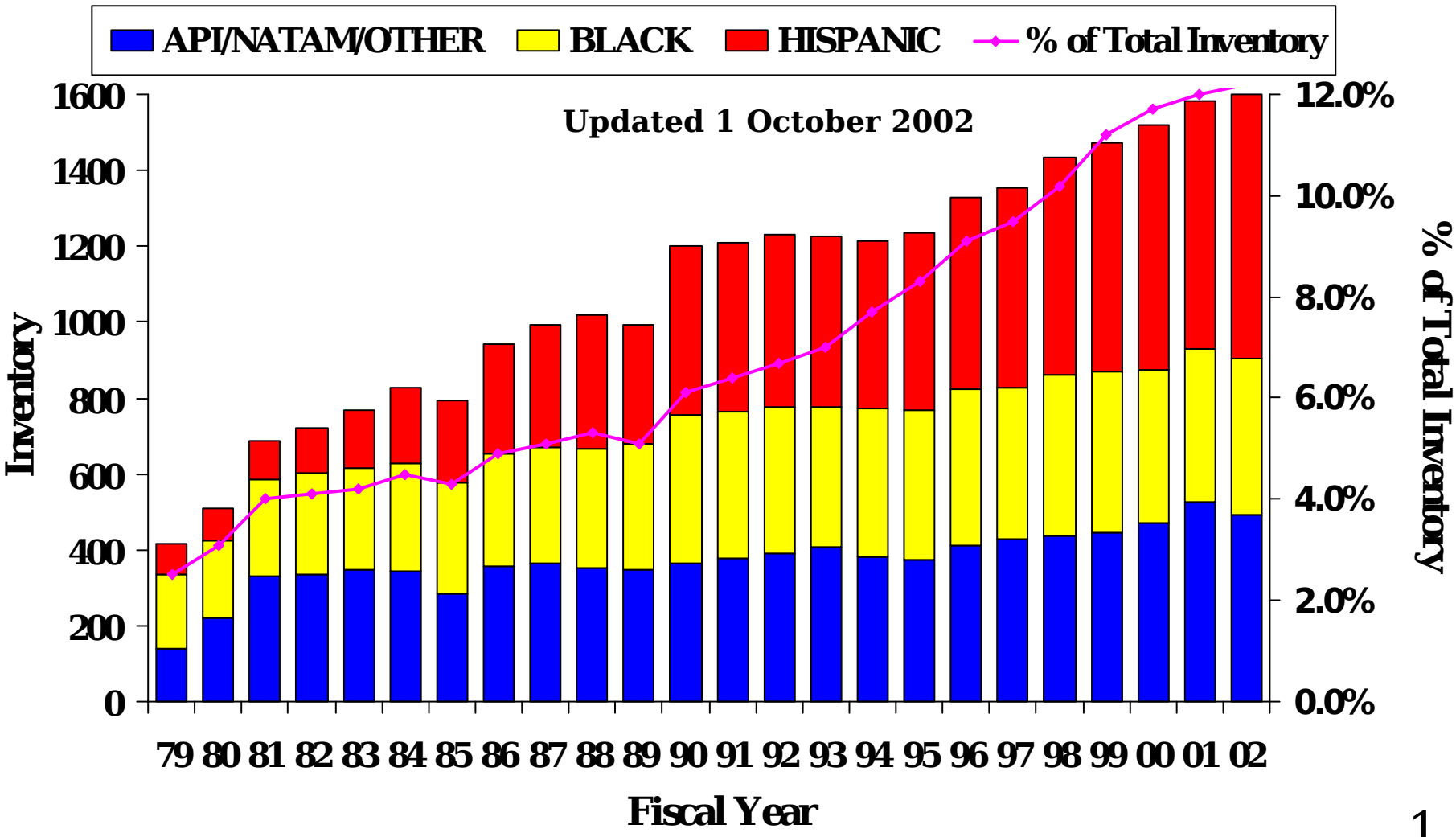
Questions/Comments

Back-Up Slides

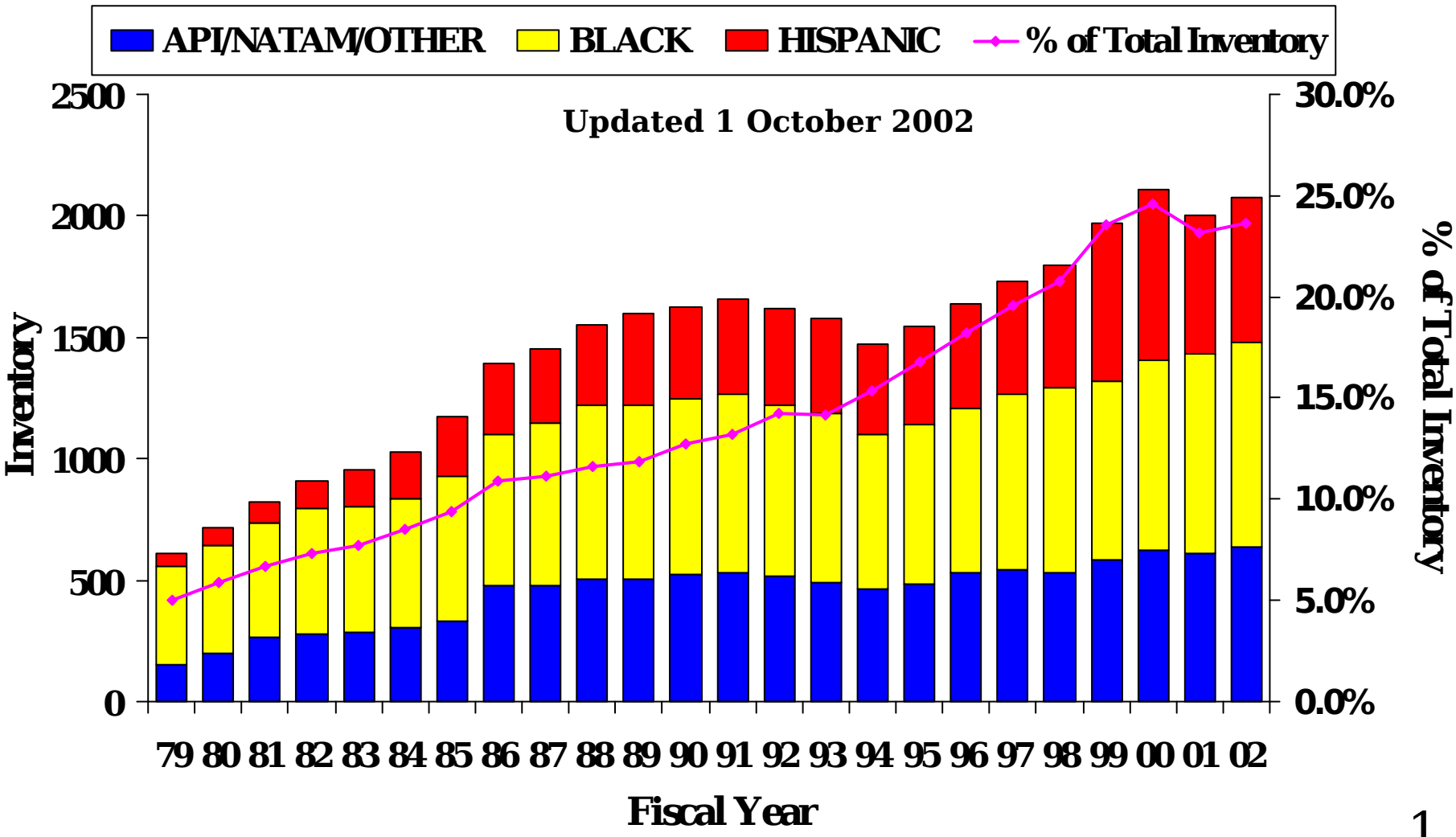
Minority Nuclear Officer
Inventory History



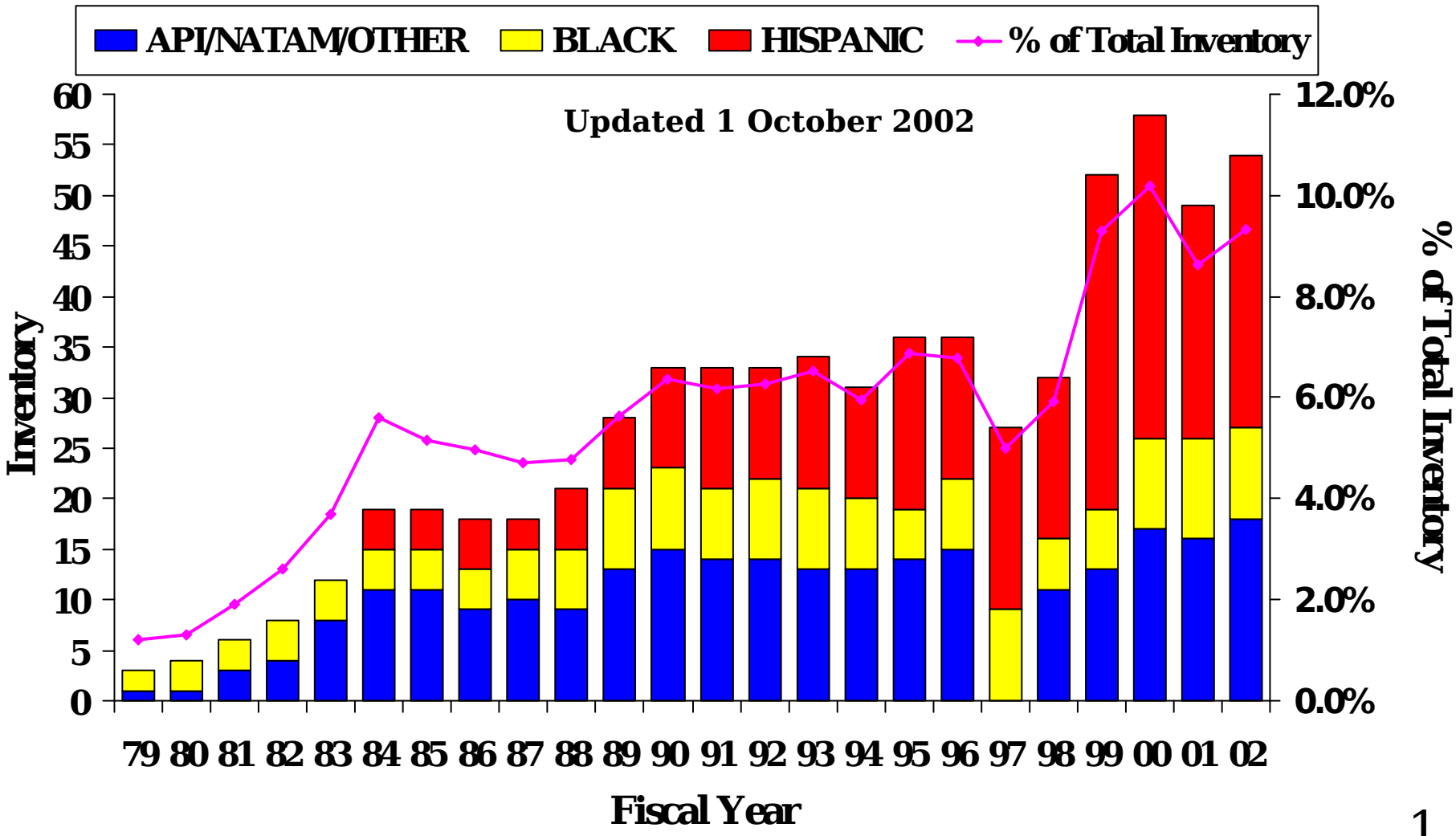
Minority Aviation Officer
Inventory History



Minority Surface Warfare Officer
Inventory History



SPECWAR Officer
Inventory History



High Impact Opportunities: Accessions

- **Improve Access to Diverse Talent Areas/Institutions**
  - OHARP/SEMINAR (ROI)
- **Begin Recruiting in Middle School**
  - Including Parents
- **Support Officer Recruiting Efforts**
  - Diversity Schedule
  - TAD

High Impact Opportunities: Train to Succeed

- **Initial Flight School (IFS)**
  - **Control Group- 12.3 % Attrition**
  - **IFS Complete- 4.1 % Attrition**
- **NAPS**
  - **50% of Minorities Enter USNA Through NAPS**

FY02 STA-21 Demographics

Total

	# of Apps	% of Apps	# Qualified	% Qualified	# Selected	% Selected
White	**981**	**69%**	**788**	**80.33%**	**249**	**31.6%**
Black	**205**	**14%**	**70**	**34.15%**	**30**	**42.86%**
Hispanic	**128**	**9%**	**71**	**55.47%**	**21**	**29.58%**
Asian/PI	**63**	**4%**	**41**	**65.08%**	**16**	**39.02%**
Amer Indian	**28**	**2%**	**24**	**85.71%**	**8**	**33.33%**
Other	**13**	**1%**	**8**	**61.54%**	**3**	**37.5%**
Unknown	**1**	**0.01%**	**0**	**0**	**0**	**0**
Total	1419		1002		327	

FY03 STA-21 Demographics

Total

	# of Apps	% of Apps	# Qualified	% Qualified	# Selected	% Selected
White	**1007**	**70%**	**801**	**79.54%**	**343**	**42.82%**
Black	**175**	**12%**	**45**	**25.71%**	**18**	**40%**
Hispanic	**132**	**9%**	**67**	**50.76%**	**27**	**40.3%**
Asian/PI	**75**	**5%**	**53**	**70.67%**	**29**	**54.72%**
Amer Indian	**27**	**2%**	**19**	**70.37%**	**7**	**36.84%**
Other	**19**	**1.3%**	**10**	**52.63%**	**5**	**50%**
Unknown	**3**	**0.2%**	**3**	**100%**	**2**	**66.67%**
Total	1438		998		431	

Action Items

1. **Develop and Execute an Integrated Diversity Strategy**

2. **Communicate Importance of Diversity**

3. **Prepare our People for Success**
   - **IFS/NAPS/STA-21**

4. **USN/Corporate Mentoring Best Practices**

5. **Participate in Local/National Diversity Events**